



## 2023 ANNUAL MEETING MINUTES

San Diego, California  
September 29-30, 2023

### Friday, September 29, 2023

#### **Opening Session**

The 2023 Annual Meeting of the Federation of State Massage Therapy Boards was called to order at 7:48 am PT by Craig Knowles, President of the Board of Directors.

Knowles reviewed safety and meeting logistical matters.

#### **Roll Call of Delegate Assembly**

##### **Delegate**

Stephanie Dobbins  
Annetta Atwell  
Angela Reiter  
Ahmos Netanel  
Brian Henry  
Johanna Brooks  
Jennifer Wakeman  
Stephanie Bone  
Joanna Robertson  
Jael Peirce  
LeAnn Stevens  
Helen Michelle Lasley  
Kathie Lea Love  
Kirsten Bodnarchuk  
Pallas Hutchison  
John Stout  
Terrance Bonner  
Gloria Lindsey  
Susan Carlson

##### **State Board/Agency**

Alabama Board of Massage Therapy  
Alaska Board of Massage Therapists  
Arizona State Board of Massage Therapy  
California Massage Therapy Council  
Delaware Board of Massage and Bodywork  
District of Columbia Board of Massage Therapy  
Florida Board of Massage Therapy  
Georgia Board of Massage Therapy  
Idaho Board of Massage Therapy  
Indiana State Board of Massage Therapy  
Iowa Board of Massage Therapy  
Kentucky Board of Licensure for Massage Therapy  
Louisiana Board of Massage Therapy  
Maryland State Board of Massage Therapy Examiners  
Massachusetts Board of Registration of Massage Therapy  
Michigan Board of Massage Therapy  
Mississippi State Board of Massage Therapy  
Missouri Board of Therapeutic Massage  
Montana Board of Massage Therapy



Steve Carper	Nebraska Board of Massage Therapy
Elisabeth Barnard	Nevada State Board of Massage Therapy
Ashley Czechowicz	New Hampshire Advisory Board of Massage Therapists
Susan Myers	New Mexico Massage Therapy Board
Kyle Hierholzer	New York State Board for Massage Therapy
Elizabeth Kirk	North Carolina Board of Massage and Bodywork Therapy
Carrie Anderson	North Dakota Board of Massage Therapy
David McCafferty	State Medical Board of Ohio
Joel Rogers	Advisory Board on Massage Therapy
Robert Ruark	Oregon State Board of Massage Therapists
Nancy Porambo	Pennsylvania State Board of Massage Therapy
Elizabeth Ríos Ramírez	Puerto Rico Board of Examiners of Massage Therapists
Cassie Rawcliffe	Rhode Island Massage Therapists
Janet Shaw	South Carolina Board of Massage Therapy
Kallyn Reinert	South Dakota Board of Massage Therapy
Noranda French	Tennessee Board of Massage Licensure
Raymond Pizarro	Texas Department of Licensing and Regulation
Benjamin Smith	Utah Board of Massage Therapy
Dawn Hogue	Virginia Board of Nursing
Megan Maxey	Washington State Board of Massage
Laurie Lively	West Virginia Massage Therapy Licensure Board
Jaime Ehmer	Wisconsin Massage Therapy & Bodywork Therapy Affiliated Credentialing Board

**Total Present: 41**

Knowles declared a quorum established.

**Motion** to approve the agenda

Made by Megan Maxey (WA)

Seconded by Jan Shaw (SC)

Ahmos Netanel (CA) objected to the order of items on the agenda.

Motion adopted 39-2



**Motion** to adopt Rules of Debate  
Made by Ahmos Netanel (CA)  
Seconded by Dawn Hogue (VA)  
Motion adopted unanimously

Knowles introduced Treger Strasberg, Town Council President of La Jolla, California

Strasberg welcomed all attendees to San Diego, California area and gave an overview of her non-profit organization, Humble Design.

Knowles presented Strasberg with a donation to Humble Design.

### **President's Report**

Knowles presented a summary of FSMTB activities and an overview of the regulatory landscape over the past year. He addressed FSMTB member outreach, attendance at in-person and virtual state board meetings, the Education Verification Center, and FSMTB's outreach and attendance at industry events. Knowles introduced new projects for 2024, such as the launch of a new website and requested member input to the upcoming strategic plan. Knowles also spoke about the Interstate Massage Compact (IMpact) and the Massage & Bodywork Licensing Examination (MBLEx). Lastly, he expressed his appreciation for the FSMTB volunteers, staff, and members and recognized Dr. Persinger, FSMTB executive director, for receiving the 2022 Distinguished Association Executive Award.

### **Treasurer's Report**

Knowles introduced Keith Warren, FSMTB Treasurer and Executive Director of the Alabama State Board of Massage Therapy to give the Treasurer's Report. Warren thanked the FSMTB staff and Dr. Persinger.

Warren introduced and thanked the finance committee:

Elisabeth Barnard (NV)  
Caroline Guerin (TX)  
Elizabeth Kirk (NC)  
Linda Lyter (WV)

Warren reported that FSMTB's total assets are \$18,389,536. FSMTB's annual income for FY2022-2023 was \$6,405,535 with expenses of \$4,770,005 resulting in a net income of \$1,679,628. He noted that examination fees are the Federation's largest source of income. Warren then reviewed the expenses of the Federation. He indicated that travel costs have increased significantly over the past year. Lastly, Warren reviewed the investment reserves of the Federation. Warren thanked staff and volunteers for helping to keep operating expenses down and encouraged members to volunteer.

The Louisiana delegate asked how volunteer hours are calculated.



Persinger responded that staff calculates the number of hours volunteers spend in meetings, the number of volunteers in attendance, and the estimated time spent working between meetings.

The California delegate asked how it is determined about how many years we strive to maintain reserves and where did the number come from.

Warren responded that we utilize the national Society of Association of Executives policy and look at similar organizations to ourselves.

Warren thanked everyone and turned it over to Knowles.

### **Massage Board Executive Summit Report**

Knowles introduced Bob Ruark the Executive Director of the Oregon State Board of Massage Therapists.

Ruark provided an overview of the 2023 Massage Board Executive Summit, including the addition of the investigative track, noted key speakers and presentations, and emphasized the importance of collaboration.

### **Establishment Task Force Update**

Knowles introduced Sandy Anderson, Vice President of FSMTB. Anderson thanked Linda Lyter, Keith Warren, Debra Persinger, Dale Atkinson, and Craig Knowles for helping her throughout her time as executive director of the Nevada Board.

Anderson provided an overview of the work of the Establishment Task Force, including the selection process for task force members and a review of work completed thus far. Anderson encouraged states to seek out future resources. Lastly, she indicated the completion goal of 2024 and thanked members of the task force.

### **Nominating Committee Report**

Knowles introduced Charlene Russell, Chair of the Nominating Committee.

Russell introduced nominating committee members Carrie Anderson (ND), Karen Armstrong (MI), and David Cox (MD) and provided the Nominating Committee report to the membership. Russell provides details on the process of selecting a Slate of Candidates focusing on diversity and transparency.

### **Board of Directors**

Russell introduced the Board of Directors Slate of Candidates

Position 1: Elisabeth Barnard (NV)  
Chimere Figaire-Correa (WA)  
Karen Frazier (KY)

Position 2: Caroline Fox Guerin (TX)  
Ahmos Netanel (CA)



Russell introduced the 2024 Nominating Committee Slate of Candidates

Sharon Oliver (MD)  
Charlene Russell (MS)  
Jan Shaw (SC)

**Motion** by Love (LA)

Based on the authority in Article III, Sec. 3 of the Bylaws which allows Members to introduce motions, I move to modify the election process presented by the nominating committee as follows.

To have all 5 nominees voted on at the outset. If one nominee receives a majority of the votes on the first vote, that person will get the first seat. If no nominee gets the majority of the votes, then a run-off vote between the top two vote-getters will be conducted to determine the winner of the first seat.

Once the first seat is decided, the remaining 4 nominees will be voted on to determine who gets the second available seat. If one nominee receives a majority of the votes on the second vote, that person will get the second seat. If no nominee gets a majority of the votes, then a run-off vote between the top two vote-getters will be conducted to determine the winner of the second seat.

This motion does not modify the slate of candidates presented, just the process by which the election is conducted. Thank you.

Seconded by Ray Pizarro (TX)

Knowles consulted with legal counsel and declared the motion out of order noting that the authority and decisions of the nominating committee would stand.

**Motion** by Netanel (CA) to amend the agenda so that each candidate has the opportunity to address the delegates.

Seconded by Brian Henry (DE)

Motion Fails, Idaho abstained.

Knowles proposed an election of Nominating Committee by acclamation unless there were any objections. No objections were noted.

Sharon Oliver (MD), Jan Shaw (SC), and Charlene Russell (MS) were elected to the 2024 Nominating Committee by acclamation.

### **Policy Committee Report**

Knowles introduced Victoria Drago, Chair of the Policy Committee.

Drago thanked Policy Committee members.

Kay Warren (NC)  
Chimere Figaire-Correa (WA)  
Charisma Townsend (WI)



Drago introduced the proposed resolution and bylaw amendments along with the recommendations of the Policy Committee.

Knowles thanked Drago.

### **Member Reports/Forum**

Dale Atkinson, FSMTB legal counsel and Craig Knowles, FSMTB President facilitated the session.

Common topics of discussion included hours requirement for initial education, establishment licensure, continuing education requirements, board authority over unlicensed practice, human trafficking and fraud in the massage profession, compliance efforts, advertisement requirements, recent legislation, and board involvement with massage schools and programs.

Recess for lunch at 11:50 am PT.

Meeting reconvened at 1:00 pm PT.

### **Human Trafficking in Illicit Massage: The Thorn and the Opportunity**

Knowles introduced Chris Mueller-Tabanera who shared the history, dynamics, and data behind the current illicit industry, as well as how we can improve our collective response to protect the public.

### **It Takes Everyone: A Multidisciplinary Approach to IMI**

Knowles introduces Imran Ali and Aimee Schroeder

This presentation discussed efforts to tackle the illicit massage industry and the way many of these illicit businesses operate and thrive.

### **Executive Session (Members Only)**

**Motion** to move into executive session

The Delegates moved into executive session at 4:30 pm PT to discuss examination matters.

**Motion** to move out of executive session

Motion adopted unanimously

The Delegates moved out of executive session at 5:00 pm PT.

The meeting recessed for the day at 5:00 pm PT.



**Saturday September 30, 2023**

Knowles called the meeting to order at 7:48 am PT.

**Roll Call of Delegate Assembly**

**Delegate**

Stephanie Dobbins  
Annetta Atwell  
Angela Reiter  
Ahmos Netanel  
Brian Henry  
Johanna Brooks  
Jennifer Wakeman  
Stephanie Bone  
Joanna Robertson  
Jael Peirce  
LeAnn Stevens  
Helen Michelle Lasley  
Kathie Lea Love  
Kirsten Bodnarchuk  
Pallas Hutchison  
John Stout  
Terrance Bonner  
Gloria Lindsey  
Susan Carlson  
Steve Carper  
Elisabeth Barnard  
Ashley Czechowicz  
Susan Myers  
Kyle Hierholzer  
Elizabeth Kirk  
Carrie Anderson

**State Board/Agency**

Alabama Board of Massage Therapy  
Alaska Board of Massage Therapists  
Arizona State Board of Massage Therapy  
California Massage Therapy Council  
Delaware Board of Massage and Bodywork  
District of Columbia Board of Massage Therapy  
Florida Board of Massage Therapy  
Georgia Board of Massage Therapy  
Idaho Board of Massage Therapy  
Indiana State Board of Massage Therapy  
Iowa Board of Massage Therapy  
Kentucky Board of Licensure for Massage Therapy  
Louisiana Board of Massage Therapy  
Maryland State Board of Massage Therapy Examiners  
Massachusetts Board of Registration of Massage Therapy  
Michigan Board of Massage Therapy  
Mississippi State Board of Massage Therapy  
Missouri Board of Therapeutic Massage  
Montana Board of Massage Therapy  
Nebraska Board of Massage Therapy  
Nevada State Board of Massage Therapy  
New Hampshire Advisory Board of Massage Therapists  
New Mexico Massage Therapy Board  
New York State Board for Massage Therapy  
North Carolina Board of Massage and Bodywork Therapy  
North Dakota Board of Massage Therapy



David McCafferty	State Medical Board of Ohio
Joel Rogers	Advisory Board on Massage Therapy
Robert Ruark	Oregon State Board of Massage Therapists
Nancy Porambo	Pennsylvania State Board of Massage Therapy
Elizabeth Ríos Ramírez	Puerto Rico Board of Examiners of Massage Therapists
Cassie Rawcliffe	Rhode Island Massage Therapists
Janet Shaw	South Carolina Board of Massage Therapy
Kallyn Reinert	South Dakota Board of Massage Therapy
Noranda French	Tennessee Board of Massage Licensure
Raymond Pizarro	Texas Department of Licensing and Regulation
Benjamin Smith	Utah Board of Massage Therapy
Dawn Hogue	Virginia Board of Nursing
Megan Maxey	Washington State Board of Massage
Laurie Lively	West Virginia Massage Therapy Licensure Board
Jaime Ehmer	Wisconsin Massage Therapy & Bodywork Therapy Affiliated Credentialing Board

**Total Present: 41**

Knowles declared a quorum established.

**Elections**

Knowles introduced the tellers who would count delegate votes for the elections:

- Paul Andrews (MA)
- Linda Lyter (WV)
- Ajay Gohil (DC)

Mark Dixon, associate member from California interjected to advise the President that a motion introduced the day prior was on the floor and must be voted on. President Knowles advised that he previously ruled the motion out of order and that the meeting would proceed accordingly. Knowles was supported in this position by FSMTB legal counsel.



### **Volunteer Recognition**

Knowles recognized Robin Alexander and Sandy Anderson; members of the FSMTB Board of Directors who have completed their terms. Dr. Debra Persinger, FSMTB Executive Director recognized Craig Knowles for his service as President.

### **Elections**

Knowles explained voting procedures.

#### **Position 1 Elections**

Elisabeth Barnard (NV)  
Karen Frazier (KY)  
Chimere Figaire Correa (WA)

*Runoff between Elisabeth Barnard and Karen Frazier for position 1.*

Elisabeth Barnard is elected for position 1.

#### **Position 2 Elections**

Chimere Figaire Correa (WA)  
Caroline Fox Guerin (TX)  
Karen Frazier (KY)  
Ahmos Netanel (CA)

*Runoff between Karen Frazier and Ahmos Netanel*

Karen Frazier was elected for position 2.

Knowles thanked the tellers.



## **Debate and Voting on Resolutions and Bylaw Amendments**

### **Resolution 2023-1**

**Title:** Successful Completion of an Approved Massage Therapy Education Program as a Prerequisite for Eligibility to Take the Massage & Bodywork Licensing Examination  
Member Board/Committee Proposing Resolution: Washington State Board of Massage

Debate and discussion occurred. Resolution 2023-1 PASSED

### **Bylaw Amendment 2023-1**

**Title:** Proposed Amendment to Article III, Section 3. Rights of Members – Membership Roster  
Member Board/Committee Proposing Amendment: California Massage Therapy Council (CAMTC)

Debate and discussion occurred. Bylaw Amendment 2023-1 DID NOT PASS

### **Bylaw Amendment 2023-2**

**Title:** Proposed Amendment to Article VI, Section 3. Conduct of Business – Notice of Board of Director Meetings and Publication of Agenda  
Member Board/Committee Proposing Amendment: California Massage Therapy Council (CAMTC)

Debate and discussion occurred. Bylaw Amendment 2023-2 DID NOT PASS

### **Bylaw Amendment 2023-3**

**Title:** Proposed Amendment to Article VIII, Section 1. Standing Committees – Nominating Committee  
Member Board/Committee Proposing Amendment: California Massage Therapy Council (CAMTC)

Debate and discussion occurred. Bylaw Amendment 2023-3 DID NOT PASS

### **Bylaw Amendment 2023-4**

**Title:** Proposed Amendment to Article V, Section 4. Voting and Elections – Order of Business  
Member Board/Committee Proposing Amendment: California Massage Therapy Council (CAMTC)

Debate and discussion occurred. Bylaw Amendment 2023-4 DID NOT PASS

## **MBLEx®: Why We Need It and How We Protect It**

Persinger introduced Bryan Friess and Jim Isajewicz

Bryan Friess provided insight into common threats to exam security, remedies to threats, and the new disruption caused by artificial intelligence in relation to the testing process and exam development. Jim Isajewicz discussed leveraging data and technology to gain insight into patterns in relation to security, human/labor trafficking, and fraud.

## **Massage Therapists Are Not Sex Workers: Sexual Harassment in the Massage Profession**

Knowles introduced Dr. Niki Munk and Mica Rosenow.

Munk and Rosenow discuss the results of the Sexual Harassment Survey. The massage profession has an unfortunate tie to illicit businesses and as a result, massage therapists face harassment from clients seeking illicit services. The results of this survey reveal the frequency of such events occurring and the impact they have on a therapist.

## **IMpact Updates**

Knowles introduced Sandy Anderson and Kelli May Douglas

Anderson and Douglas spoke about the importance of the Interstate Massage Compact, which will promote uniformity and mobility for licensed professionals, and is especially beneficial for military families. Douglas also provided an overview of guiding a compact bill through the legislative process. Anderson discussed the adoption of the compact bill in Nevada, the steps they took to succeed, and the challenges they faced.

## **Top Regulatory Law Cases**

Knowles introduced Dale Atkinson.

Atkinson, FSMTB legal counsel, reviewed top regulatory law cases across all professions. He began by providing members with information on new legislation being passed in the regulatory arena and reviewed the top legal cases in regulated professions.

## **Closing Remarks from President Knowles**

Knowles thanked everyone for their attendance and participation.

## **Adjournment**

**Motion** to adjourn the meeting.

Made by Megan Maxey (WA)

Second by Jael Peirce (IN)

Motion adopted unanimously

The 2023 Annual Meeting of the Federation of State Massage Therapy Boards was adjourned at 4:02 pm PT.